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| **Instructional Coaching** | |
| **District Expectation (Tight)** | **Building Decision (loose)** |
| * Coach will attend **all** IC Connect meetings * Coach will attend Days 1-8 of Cognitive Coaching and subsequent proficiency trainings * Coach will attend district PD for initiatives relevant to their work * Coach and Principal will have regular bi/weekly status meetings * Coach will serve on building Leadership Team * Coaches will be part of shared decision making around building PD * Coach will assist in creating SEP * Coaches planning time ***for teaching*** will be embedded into their .5 teaching contract (NOT during their .5 coaching contract) * Coaches will not have any administrative duties * Coaches should maintain 65% or higher percentage of time working with teachers as determined through time logs (this will be a smaller % for 1st year coaches) * Coaches will participate in meta-coaching to continue own growth * Coaches will facilitate regular Data Dialogues at the building * Coach will write a SMART goal directly connected to SEP goals and actions * Coach will complete monthly coach logs * Coach should not be a “teacher of record” during their coaching time * Principal and coach will clearly communicate expectations to teachers at sites * Principal will hire new coaches from pre-screened pool of coaches. | * Principals and coaches identify specific target coaching audience(s). * Principals and coaches will identify target high leverage coaching actions determined to increase student achievement. * Principals and coaches create concrete structures to effectively use time for teachers/teams to meet with coach * Principals and coaches create explicit coach schedule that supports optimal opportunity for coaching teachers * Principal and coach decide which additional committees would be served by coach’s participation, i.e., data team. |